

**Do you want to be an effective mentor?
Do you want to support a young person through life?**

FOUNDATION CERTIFICATE IN YOUTH MENTORING NZ

Bringing together youth workers, teachers, social workers and community-based mentors working with New Zealand's diverse young people.

16th - 17th Feb 2019



Register your interest to Pastor Russell Watts (09) 438 3948

Mentoring @ WCBC



Mentoring @ Whangarei Central Baptist Church

Developing a culture where we all, in different ways, share our faith, love and skills with those younger in faith than ourselves. (deliberate, intergenerational discipleship)

INTRODUCTION/ THE VISION

Over the years there have been many amazing mentoring relationships through WCBC. People have been mentored into ministries, jobs, mission and worship. In every situation a few skilled people invested their lives and love in the most natural way into those that are younger in faith. The results have been great.

Now we would like to keep records of each mentee's goals, what they have learned in their faith, skills and experiences gained (see 13 Essential Topics p.10 of the Strategic Faith Development Plan, "How We Plan to Raise World-Changing Christians" - a copy of these is on p.6 of this booklet). This would have to be done without breaching confidentiality. Keeping a record of their goals and what they have learned will help us to make seamless transitions for a person as they grow through various ministries (eg Rock Solid to Frontline).

Rather than simply having a few skilled and gifted mentors for those who ask or are taken under individuals' wings, we want to create a network of skilled support and loving people who can make a co-ordinated investment into a person's life. Individual mentees may or may not have a personal mega mentor, but rather the church network becomes their overall mentor.

There are three things that help a young person remain in faith and in the local church! One of these is intergenerational relationships. I believe that even a couple of hours spent with a 'mini mentor' can have a significant effect on a young person's future (because it's not just the skill being learned, it is the relationship being developed with an older and wiser person. It would be impossible to overstate the impact on our young people of multiple older Christians coming alongside a young person in their development.

There will be 5 different ways of being involved in the mentoring network:

Sample Code of ethics forms for Mentors and Mentees

As a Mentor in our network you need to agree to:

- Always aim to conduct yourself in a manner that will build Christian faith in others.
- Support the goals of the mentee.
- Always communicate in an honest manner.
- Avoid even the appearance or intent of any unethical or compromising practice in relationships, actions and communications.
- Encourage Mentees to maintain the highest ethical standards.
- Only to offer help for things that you are qualified to help with.
- Immediately acknowledge any influences on your objectivity to the mentee.
- Refer the mentee to others for issues and questions for which you are not qualified to help with.

Signed

Those Mentees who have agreed to work with a Mega Mentor agree to:

- Treat others within the WCBC mentoring network with respect.
- Put an honest effort into committing sufficient time towards each mentoring relationship.
- Not use the mentoring relationship to promote goods, services or political views.
- Not accept money, fees, or commissions.
- Maintain the confidentiality of my mentoring relationships.
- Communicate regularly and openly with my mentor.
- Honour my commitment to my mentor.
- Complete any task agreed upon between my mentor and myself.

Signed



Medical	
Are there any medical conditions we should know about?	Yes No
Please specify:	

Your Strengths spiritual gifts and interests	
1)	
2)	
3)	
4)	
5)	

Your Key Needs	
1)	
2)	
3)	
4)	
5)	

Your Goals for the next two years	
1)	
2)	
3)	
4)	
5)	

Your Action Plan for the next two years				End Date
1)				
2)				
3)				
4)				
5)				

Review Date(s)					
Action:	1	2	3	4	5
Date					
Date					

Mini Mentors – are those people who are one of the 5. That is, they may only have contact with a young person at church or at an all age event, church picnic, family camp etc. These people ask questions and are good listeners. They are willing to share their own faith stories where appropriate (short and real). They catch up for a few minutes before or after church and show an interest, remember names and encourage. These people help break down the walls between generations and are keys to young people seeing the church as their community, the place they belong and their spiritual family. We would hope that everyone over the age of 18 would be mini mentors every week with some intentionality. They will need to be given basic training in relationship and listening skills only, much of it from the pulpit or through short block courses.

Momentary Mentors - are those people on our data base who may have a business skill, an experience or some unique life skill that they are willing to share when called upon. They may have lived through a divorce, experienced personal loss and grief, know how to produce a CV or apply for a job. These people will not be trained but offer their skills which will be collated on a data base.

Multi Mentors – These are the people who lead a small group or teach a class in our children's and youth programs. They are committed to a group of 5-12 young people and have a pastoral connection with them weekly. These people are usually trained by the Massive Mentors.

Massive Mentors - are those who run the programs; Children and Families pastor, Rock Solid leader, Toy Library, City Youth etc. These people will be coached and supported by the Senior Pastor and need the capacity to plan, program, connect, monitor and get feedback from our young people. These people need to be able to look at what we want to achieve through our guiding principles and with creativity, variety and fun introduce topics and experiences that will help our tamariki in those programs grow. Highly recommended reading for this group is 'Kidmin Reformation' by the Tornado Twins, Published by Kidmin Nation.

Mega Mentors – are those who will track with a young person for a year or more. Clearly each parent of a young person is a 'mega mentor' being the greatest influence in that young person's faith and character development. A mega mentor may also be someone who is not family but has a connection with a young person and is willing to track with them long term.

WHY INVEST IN OTHERS SO DELIBERATELY AND SO INTENTIONALLY?

Because we want to raise World-changing Christians who:

1. are confident in what they believe and live a Christ-centred life, based on the Word of God.
2. display Christian characteristics i.e. love, joy, self-control etc.
3. are led by the promptings of the Holy Spirit and aware of their own unique calling.
4. acknowledge God's goodness and generosity towards them.
5. attend church and serve in a ministry.
6. are good employees or employers.
7. choose to show God's love to others and are outwardly focused.
8. are responsible citizens with a Biblical world view.
9. have intergenerational social skills.
10. have stable relationships with family and friends.

NB while the priority is on children and youth, people of any age can sign onto the mentoring network as mentees and we will do our best to help them achieve their goals.

CODE OF ETHICS

There are numerous ethical issues surrounding a mentoring relationship. These ethics have many dimensions, particularly in the realm of cyberspace. We ask that you agree to the basic list of ethics below before we can involve you in our mentoring network.

Mentors and Mentees

Treat others within the WCBC mentoring network with respect.

Put an honest effort into committing sufficient time towards each mentoring relationship.

Not use the mentoring relationship to promote goods, services or political views.

Not accept money, fees, or commissions.

Sample mentor/mentee forms are on page 15

Whangarei Central Baptist Church



Mentoring Sign Up Agreement

Helping you achieve your goals.

We will work with you to help you achieve positive outcomes for your whole family.	This process will involve: <ol style="list-style-type: none"> 1. Identifying strengths and needs 2. Setting goals that are measurable and achievable 3. Creating an action Plan 4. Review
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Your Current Details	Please complete the following so we have your current information			
Surname:		Middle Names:		
Other names (if any):				
Date of Birth:		Gender:	Male	Female
Address:				
Suburb:		Phone:		
City / Town:		Mobile:		
Ethnicity:	NZ European Other (please specify):	Samoan	Maori If Maori, please specify Region	Tongan Indian
Residency Status:	NZ Citizen	NZ Resident	Other (please specify):	
Work & Income No:				
Com Services Card No:		Expiry:		
Drivers License No:		Expiry:		
Income Source:	Benefit (please specify): Wages National Super Other (please specify):			
Living Situation:	Flatting Other (please specify):	Housing NZ	Own Home	Relative Renting
Family type:	Couple (with children) Single Parent	Couple (no children)	Extended family	Individual
Marital Status:	Individual	Married	Separated	De-Facto Divorced Widowed

Your Household	Please tell us about the people in your household.			
Surname	First name	Date of Birth	Gender (M/F)	Relationship
b				
c				
d				
e				
f				
g				
h				
i				
j				
k				

Sample Mentor feed back form

This is a list of mentees who have just learnt a topic (eg how to hear the voice of God), gained a skill (eg listening, driving, kayaking), had an experience (eg camping, community service, mission's trip):

These details can be entered directly by the mentor or left for the mentoring co-ordinator to log.

List of mentees who have just learnt a topic (eg how to hear the voice of God), gained a skill (eg listening, driving, kayaking), had an experience (eg camping, community service, mission's trip)

Date: _____ Location: _____

Names: _____

Topic taught: _____

Skills gained: _____

Experience had: _____

TRAINING OPPORTUNITIES AND RESOURCES IN 2019

All mentors will be encouraged to do the 'Relationship Matters' course and the Sunday afternoon 1 hr 'Bridge Builders course

For Mini and Momentary Mentors - the above two courses will be sufficient.

Multi mentors We would also encourage you to do the WCBC course "Intro to Pastoral Care and Counselling" which will run on a 'Groups' evening.

Massive Mentors There will be an intro to mentoring evening for Massive mentors before this ministry is launched.

We would also encourage you to do the WCBC course "Intro to Pastoral Care and Counselling" which will run on a 'Groups' evening.

Highly recommended reading for this group is 'Kidmin Reformation' by the Tornado Twins, published by Kidmin Nation.

Also 'Changing Lives' The essential guide to ministry with children and families by Mark Griffiths, published by Monarch Books

Mega Mentors

There will be an intro to mentoring evening for Mega Mentors before this ministry is launched.

We would also encourage you to do the WCBC course "Intro to Pastoral Care and Counselling" which will run on a 'Groups' evening.

'Certificate in Youth Mentoring'. Focused on mentoring teenagers. A limit of 15 people. Dates Provider is the Youth Mentoring Network.

'The Coaching Workshop' Limit 25 people. Suitable for all ages. This course is about learning how to ask the right questions to help mentees discover their own wise decisions. \$10 per manual. Dates are

Short online mentoring courses on maintaining good relationships and keeping everyone safe will happen on the 'Groups' evenings.

Ongoing Toolbox Parenting courses for the church and community. Plus a range of practical parenting resources.

Available Resources:

Brief courses on the 'Groups' evening on how to use such websites as

Sorted.org.nz to teach budgeting skills or

Careers.org.nz to discover a career pathway and prepare a CV

On the Baptist Youth Ministries Face book page:

Daily Devotions by and for Youth leaders

Imaginative Leadership Video Blog

Missional experiments (New initiatives to connect teens with Jesus)

Free online training for Youth Leaders.

In our Library we have books like 'Sticky Faith' by Dr Kara E.Powell & Dr Chap Clark which are full of practical tips for parents and grandparents who want to raise World Changing Christians (Kimberly Nielsen has a great knowledge of these).

13 Essential Topics to Teach our Young People :

Does God exist?

What is the character and nature of God?

How and why was the world created?

What is the nature and purpose of humanity?

How to become a life-long follower of Jesus.

How to hear from God.

How to share your faith naturally.

Understanding and using Spiritual gifts.

Discovering something of God's call on your life.

Why you can trust the Bible is true and works practically. Eg why moral boundaries

What happens after we die?

What spiritual authorities exist and how to deal with them.

Finding where God wants me to serve in the church and community.

Sample momentary mentor sheet (to go out at the beginning of every term)



Momentary Mentors

Please fill out this form if you are willing to be on a Database as a Momentary Mentor:

1. Those who are new to the area. (Willing to help immigrants of any age find what they need to find in our city and understand our systems.)
2. Have had parents' divorce / separate.
3. Have survived a divorce.
4. Have suffered a bereavement:

Loss of a child	Yes / No	
Sibling	Yes / No	
Spouse	Yes / No	
Parent	Yes / No	
5. Willing to give careers advice or help a young person use careers.org.nz
6. Willing to teach financial skills or how to use the website sorted.org.nz.
7. Willing to teach someone how to drive.
8. Willing to give relationship counselling.
9. Willing to help someone discover their purpose/gifting.
10. Willing to prepare someone for a job interview.
11. Willing to provide help with school

Reading	Yes / No	aged covered	.....
Writing	Yes / No	age covered	.....
Maths	Yes / No	age covered	.....
Other topics:			
*	.....	age covered	.....
*	.....	age covered	.....
*	.....	age covered	.....
12. Willing to be an occasional granddad/grandmother type listening ear when a youth wants to talk to someone.
13. Willing to help someone meet Jesus.
14. Willing to help someone hear God's voice.
15. Willing to mentor in:

Music	Yes / No
Technology	Yes / No
Teaching children/youth	Yes / No
Other life skills—if yes, please state	
.....	

WANT TO INVEST IN THE LIVES OF OTHERS?

Stay tuned for more information about the following courses/resources:



KIDMIN REFORMATION
(Book by The Tornado Twins)

THE NATIONAL MENTORING RESOURCE CENTRE
(There are many courses available...)



ETHICS & SAFETY

(A combined groups course coming 2019...)

STICKY FAITH
(Book by Dr Kara E. Powell & Dr Chap Clark)



BUILDING & MAINTAINING RELATIONSHIPS

(A combined groups course coming 2019...)



PARENTING TOOLBOX

(Several courses for different



ONLINE TOOLS FOR CAREER DEVELOPMENT



INTRO TO PASTORAL CARE & COUNSELLING

(A WCBC run course)



YOUTH MENTORING NETWORK COURSE



HOW THE DATABASE WILL WORK

Hopefully over time we will get to a ratio of 60/40 i.e. 60% of those being mentored are from outside the church family and 40% will be from within the family. We want ALL those involved to be given the same opportunities. Initially it won't start that way as we work through teething problems and get the diverse team that we need. Hopefully most parents/guardians will sign their children up mid way through. Eventually we want to invite those using the Toy Library service, Rock Solid, Parenting Courses, Frontline, Counselling and future social services to be invited to sign up. We would love to have parents/guardians sign their children up from as young as 4 years of age.

Unlike most mentoring services where mentees are mentored by a suitably trained mentor for a year or so, our model is that the 'network' and those feeding into the data base are the mentors long term (although some will be given a Mega Mentor to work with at some stage of their development).

While Mega mentors will most commonly upload a person's growth directly themselves, Massive Mentors and a Network Co-ordinator will be the major contributors.

The primary purpose of the data base is long term discipleship. However if the opportunity arises to attract some grant funding, generic statistics and information (not personal information) may be used in grant applications.

Pastor Russell's dream is that as people are trained and as we set up the system we will begin to form the network. Hopefully by mid 2019 we can confidentially roll out the service to those outside the church family.

WHO WILL MAKE IT ALL HAPPEN?

Initially we all will (especially as we run through the first set of courses) however by mid-year it would be best to have someone, one day a week, focused on this project.

Mentoring Network Co-ordinator tasks:

- Ensures data base is kept up to date.
- Encourages Mentees to review goals every two years.
- Helps organise ongoing training together with the senior pastor.
- Connects people/ mentors together with mentees for a season. (Massive and Mega Mentors will also have input into this)
- Ensures that Mentors have a supervisor/ coach to speak to.

Do you want to bring out the very best in people, including your family, friends, customers, suppliers and co workers?

**Would you like to initiate a new relationship at any time or place?
Do you want your family to be closer and more supportive of one another?**

You will:

- Develop skills and confidence in the art of turning strangers into friends.
- Learn how to listen effectively and make conversation easy.
- Begin to be more intentional and affirming in encouraging others.
- Learn how to make your organisation a warmer, more welcoming place for others.
- Understand how to make your relationships with family, friends and clients more meaningful.
- Learn what it takes to make a significant impact on someone's life.
- Learn how to interact more effectively with others.
- Understand how relational skills make a difference in your effectiveness in your workplace and outside of work.
- Learn how to create opportunities to interact better with others.

RELATIONSHIPS MATTERS

Equipping people for excellence in building and strengthening relationships.

Saturday 13th April 2019: 9am - 4pm

**Sunday 14th April 2019: 10am - 11.15am (Sunday service sermon by Rex Booth).
1pm - 2pm (Bridge builders - How to bring God into your**

The Coaching Workshop



How to Empower Others by Integrating Coaching Skills into Your Leadership Style.

Friday 24th May 2019 - Saturday 25th May 2019

\$10 per person

(There are limited spaces available so book your spot today)

- The mindset of transformational leaders
(What is coaching and how the Holy Spirit helps the process).
- Asking powerful questions
(Helping others to think more deeply).
- Asking powerful questions
(Asking questions that provoke discovery).
- Speaking the truth with grace
(Blind spots and how to overcome them).
- Coaching
(Continuing practice).
- Designing actions
(How to help people explore many options).
- Following up
(Learning from experiences).
- Coaching
(Integrating all the skills).
- Supporting progress
(Apply learning).